

ADDENDUM A

**MPEA-Montana Highway Patrol
2011-2013**

This addendum represents the parties' entire agreement with respect to Troopers' base pay in accordance with 2-18-303(5), Montana Code Annotated (MCA). The parties share a mutual interest in maintaining a competitive salary schedule for officers at all years of service. To that end the parties will compare relevant survey information every two years in an effort to maintain a competitive compensation package.

For the term of this contract, it is agreed that the Troopers' years of service will determine placement within Section 1 (below). Troopers' years of service will be computed using their swearing-in date and July 1, 2011. Career progression or future movement will be a priority for discussion by the Montana Highway Patrol Labor-Management Committee.

Section 1- Pay Schedules

Troopers base pay shall increase to the following levels effective July 1, 2011.

Entry (Probationary) - \$21.23

Troopers with 2-3 Years of Service - \$22.24

Troopers with 4-5 Years of Service - \$22.78

Troopers with 6-7 Years of Service - \$23.38

Troopers with 8-10 Years of Service - \$23.52

Troopers with 11 Years of Service and above shall receive a 2% base pay increase on July 1, 2011. Effective July 1, 2012 Troopers who received a 2% base pay increase shall receive a 1% base pay increase.

The above does not represent a pay progression.

Section 2 – New hires. New highway patrol officers with no previous related experience will be paid at the Entry rate of \$21.23 and progress to \$22.24 upon successful completion of probation. The department may credit new employees who have prior related law enforcement experience with up to three years' experience for base pay purposes.

Section 3 – Lead Crash Investigator MOU. This memorandum of agreement will be extended for the term of this contract.

Pay Comparison between MHP Troopers and FWP Wardens

Years	MHP Base**	Wardens Base
Entry	\$21.23	\$17.63
0-2	\$21.23	\$18.37
2-3	\$22.24	\$18.37
4-5	\$22.78	\$18.37
6-7	\$23.38	\$19.17
8-10	\$23.52	\$19.79
10-15 Varies		\$19.79-21.02
15-30+ Varies		\$22.17-22.91

Highest possible base pay for a FWP Warden is \$21.02. Longevity increments are implemented at five-year intervals. There are slight variations on pay rates depending on Prior state employment and date of hire.

**MHP Troopers also receive legislatively mandated pay increases. MHP Troopers with 10+ years of service receive percentage increases based on contract negotiations. The current contract grants 2% increases each year of the contract cycle. MHP also receive longevity pay increases.